

Emory University Senate Meeting Minutes
Jones Room, Woodruff Library
October 27th, 2016
3:15 p.m. – 5:00 p.m.
Approved November 22, 2016

Attended: Juliette Stapanian Apkarian, Madison Bader, Henry Bayerle, Mary Bingham, Deborah Bruner, Hope Bussenius, Paul Byrnes, Amy Covington, Susan Cruse, Erica Duncan, Christine Dunham, Mishaal Gardezi, Jared Greenbaum, James B. Hughes, Linda Jackson, Deena Keeler, Jaffar Khan, Del King, Melanie Kowalski, Chloe Lalonde, David Lynn, Rena Meza, Muhammad Naveed, David C. Payne, Scott Rausch, Cristine Richardson, Fiona Riedl, Karen Scheib, Jason Schneider, Pamela Scully, Stephen Sencer, Joey Shea, Laurie Speed, Sidney Stein, Anand Swaminathan, Lisa Tedesco, Merete Tschokert, Katie Voss, Sasha Volokh, Kristin Wendland, Cynthia Wetmore, Kimber Williams, Dona Yarbrough, Holly York, Lynn Zimmerman, Max Zoberman, Stuart Zola

Excused Absences: Richard Mendola, Hiram Maxim, Jessica Sales, Mimi Newell, Matthew Klopman, Lauren Kent-Delany, Jonathan Lewin, Gurbani Singh, Vanda Hudson, Judy Raggi Moore, Nichole Powell

Unexcused Absences: Mikelyn Batiste, Carla Berg, Vincent Carter, Mary Cahill, Sarah Cook, Noah Cole, Matthew Early, Kenyatta Greer, Gary Hauk, Carol Kissal, Margery McKay, Theresa Milazzo, Kelli Pittman, Marvin Poulson, Astrid Prinz, Courtney Ruckert, Shontell Stanford, Ben Tompkins, David L. Wynes, Vineet Tiruvadi

Ex Officio Absences: Claire E. Sterk, Peter Barnes, Ajay Nair, Jerry Lewis, Micheal Andrechak, Allison Dykes, Marlon Gibson, Christopher Beck, Joe Crespino, Benn Konsynski, Lisa Underwood, Jessica Hill

Guests/Visitors: Shanelle Fernando, Carol Flowers, Crystal Graut (for Vineet Tiruvadi), Adriane Ivey (for Nichole Powell), Kathleen Krause (for Jessica Sales)

I. Senate Meeting Call to Order: The October Senate meeting was called to order at 3:15 p.m.

II. Approval of Senate Meeting Minutes

The September 2016 Senate meeting minutes were approved by the Senate members. The minutes have been posted for review in the Senate Box folder.

III. Oxford College Presentation

The new Dean of Oxford College, Dr. Douglas A. Hicks, addressed the Senate regarding the aspirations for Oxford College and its integration with Emory University. Hicks spoke about how Oxford had increased its academic profile over the past two years, with entering students possessing an average 1330 SAT score. Furthermore, the assistance and collaboration with Emory College's Admissions Office has helped raise the academic profile, along with the hard work of Oxford's Office of Enrollment Services.

Hicks also addressed how Oxford College is working with Emory University to provide a seamless four-year academic experience for students. This academic year over a quarter of the entering Emory University students begin at Oxford College.

Currently there are five faculty searches underway for six positions to increase Oxford's faculty and to continue the current student-to-faculty ratio; in addition, over the past decade Oxford has spent \$125 million on the campus facilities.

IV. Employee Council Presentation

Employee Council President-Elect Deena Keeler and Past-President Linda Jackson addressed the Senate to provide an outline for how the Emory Employee Council and its representatives communicate with their constituents and the wider Emory community. Linda Jackson summarized how the Emory Employee Council was established in 1970 to

facilitate communication between Emory employees and the university administration, and how it also serves as an advisory body to the university president. The Employee Council represents the perspective of employees to the administration; facilitates communication between the administration and employees at all organizational levels regarding university policies, practices, and programs and fosters closer working relationships between organizational areas and groups of employees. Another goal of the Employee Council is to help promote community-building programs and activities at Emory. Representatives are charged with reaching out to their respective constituents either personally or through email to disseminate the information discussed at the monthly meetings.

Jackson stated the Employee Council representatives meet monthly from September until May, with the executive board officers also meeting monthly. There are sub-committees who meet outside of the normal monthly representatives' meetings. Communication from Emory employees regarding suggestions or questions to Employee Council are provided through the Hot Topics link on the Employee Council website. There is also an annual Town Hall meeting that takes place with senior leadership at Emory, with all employees invited. The current Employee Council President Marlon Gibson regularly meets with campus constituents.

Then President-elect Deena Keeler addressed the Senate concerning the Employee Council's representative responsibilities, stating that representatives are encouraged to participate in one of the Council's several committees: Hardship Fund Committee, Membership Committee, and Special Issues Committee. Keeler outlined Emory's Hardship Fund that assists Emory employees during times of financial crisis.

V. Student Government Association and Graduate Student Government Association Presentation

SGA President Max Zoberman and GSGA President Jared Greenbaum addressed the Senate to provide an outline for how the respective student government associations communicate with their student body and the wider Emory community. SGA Max Zoberman indicated one of the biggest steps in communicating with Emory's student body has been the purchase of Orgsync software.

Orgsync software was previously purchased by SGA, and used to communicate both internally and externally to schedule events, to communicate with membership, to work collaboratively with other organizations, to aggregate interest, and to communicate with administrative school officials. Zoberman said Campus Life has successfully used Orgsync, and the Law School is looking into purchasing its own umbrella to use Orgsync as well.

Zoberman outlined several ways SGA communicates with students through the Emory Wheel, the student listserv, and town hall events. He also said SGA holds a meeting once a week. This meeting is composed of an executive and legislative component in order to properly disseminate information to the student body.

GSGA Jared Greenbaum then addressed the Senate about how the Graduate Student Government Association communicates with Emory's graduate broad student body, which spans seven graduate schools, eight distinct graduate divisions, and two divisions within the medical school.

The student representatives from Goizueta Business School, Laney Graduate School, Emory Law, School of Medicine, School of Public Health, and Candler School of Theology spoke to the Senate members outlining their various communication media. These media included email communications, lunchtime meetings with fellow students, and monthly student meetings.

Greenbaum then spoke about the newly established Graduate Marketing Communication Committees, who meet monthly. They send out informational emails about events or policy changes happening around campus to disseminate information to their divisions, or by other appropriate medium for their respective student bodies. The GSGA has a graduate student listserv, graduate student webpage, and Orgsync informational form.

VI. Office of Diversity and Inclusion Presentation

Associate Vice Provost of Institutional Equity and Inclusion Lynell Cadray addressed the Senate concerning Title IX. Cadray spoke about the disseminated Title IX survey sent to the Emory community. She indicated it's only 22 questions and takes approximately 10 minutes to complete, and the deadline to complete the anonymous survey is 11 November 2016. Cadray then introduced Judith Panell, who is the Director of Title IX compliance and Title IX

student coordinator, to explain to the Senate members the details of Title IX and how it relates to faculty and staff roles. Title IX involves sexual misconduct. Cadray then introduced Maurice Middleton, Director and compliance officer for Title VII, harassment and discrimination, to also explain to the Senate members the detail of Title VII, as it relates to faculty and staff roles. Cadray also encouraged all Senate members and the Emory-wide community to educate themselves by viewing the Title IX and Title VII policies at the Office of Equity and Inclusion website.

Judith Panell informed the Senate that Title IX specifically addresses sexual misconduct policy of student-on-student sexual misconduct involved in all Emory programs regardless of location. Faculty and staff are mandated reporters under Title IX, and they are required to disclose or report to the Title IX coordinator if a student discloses any sexual misconduct. The university is then put on notice to stop the behavior, address the behavior, and provide any remedies to the student.

Maurice Middleton then outlined Title VII, the equal opportunity and discriminatory harassment policy, which prohibits harassment and discrimination based on protected characteristics. This policy applies to Emory's staff and faculty, and it only applies to students who are serving in an employment capacity. If the student is serving in a student capacity, it is a code of conduct issue. Protected characteristics include race, religion, age, disability, gender, sexual orientation.

Middleton addressed some of the confusion concerning which policy applies for different circumstances; he indicated the focus is on the respondent, and the respondent is the individual who has been accused of discriminatory and/or harassment. If the respondent is a faculty or staff member, the applicable policy is Title VII, and, if the respondent is a student serving in an employment function, this also falls within the Title VII policy.

VII. Emory Athletics' Presentation

Michael Vienna, Emory's Athletics Director, addressed the Senate to provide an overview and outline the various changes happening within the Athletics Department. Vienna spoke about Emory's Division III status and the development of Emory's student athletes based upon academic excellence. There are 450 members within Division III athletics, and Emory is a member of the UAA (University Athletic Association) that is currently celebrating 30 years of academic and athletic excellence. There are eight other institutions who are members of the UAA, and to be a member the institution must be a private institution and a member of the AAU (Association of American Universities).

Emory's athletics' accomplishments include: 20 national championships, over 180 UAA championships, 900 all-American athletes, over 100 NCAA postgrad scholarships, and 18 varsity sports. Vienna said the four cornerstone principles for the Athletics' Departments strategic plan include student-athlete development; health, safety, welfare; facilities and staffing, and competitive success.

VIII. Senate Committee Timeline Proposal Update

Committee Chair for the Campus Life Committee and Director for Residence Life, Scott Rausch addressed the Senate concerning the possible change in the timeline for the Senate committee selection process. Rausch had previously addressed the Senate during the September Senate meeting, and, as a result of the Senate members' feedback, revised the Senate committee-selection timeline.

Rausch provided a summary of the proposed Senate bylaw changes: (1) to change the selection date for new committee chairs; (2) to change the call-for-applications timeframe, and (3) to change the committee selection and approval dates. The previous bylaw date for the new committee chairs was March 15th, and the proposed change would move the new committee chair selection date to February 1st. The call for committee applications would go out to the Emory community on November 1st, with the applications due by January 15th. The committee chairs would send their Senate committee rosters to the current Senate president by March 1st, with the Senate voting to accept or deny all committee proposed members at the last Senate meeting for the academic year in April.

Senate Motion: Scott Rausch made a motion to amend the Senate bylaws to adjust the new committee chair selection dates to February 1st, to disseminate the Senate call-for-committee applications on November 1st, to the Emory community, with a submission deadline of January 15th; in addition, the Senate committee rosters would be

sent to the current Senate president by March 1st for a full Senate approval during the April Senate meeting. This motion was passed by the voting Senate members.

IX. Class and Labor II Update

Senate president Kristin Wendland addressed the Senate regarding the Class and Labor II update. Wendland reminded the Senate how, following the Class and Labor I report, Class and Labor II was charged by the Provost to address faculty life concerns. This report is now with the Office of the Provost for further action.

X. Interim Provost Remarks

Interim Provost Zola addressed the Senate concerning several matters. Dr. Zola reiterated the idea of building bridges with Oxford College; in addition he mentioned there would be a Class and Labor presentation to the Board of Trustees. Zola also mentioned the Undergraduate Initiative. One of the guiding principles is inclusion, with the Undergraduate Initiative encompassing three pieces of composition, excellence, and assessment. Another important question concerns how can Emory connect the graduate and undergraduate academic experiences.

XI. Adjournment: The October Senate meeting was adjourned at 5:00 p.m.